



**To:** Mayor and City Council

**From:** Bert Lumbreras, Assistant City Manager

**Date:** December 18, 2015

**Subject:** Update to Resolution 20150507-027

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On May 7, 2015, City Council approved Resolution 20150507-027 which directed the City Manager to establish a working group to address disparate health outcomes among members of the community and to coordinate with the working group to develop an equity assessment tool to address racial disparity and foster equity throughout the City and during the budget process.

The Health and Human Services Department (HHSD) was assigned the lead role related to the first part of the resolution which focused on health equity. The report and recommendations were sent to Council on August 5, 2015.

The second element of the resolution focused on economic equity and the creation of an Equity Assessment Tool. The Resolution directed the City Manager to evaluate the impact that existing City policies and practices have on equity, evaluate best practices and develop recommendations for addressing current race and socioeconomic-based inequities.

During the budget process, Council approved \$183,000 for the creation of an Equity Office to be implemented by April 1, 2016. City Manager's Office staff has been assessing the City's current equity practices, researching best practices of peer cities and defines the mission, functions and goals for our specific equity office.

The City Manager's Office continues to research equity practices in peer cities across the U.S. It is staff's intention to provide you with an update on "next steps" very soon regarding the creation of an Equity Office.

Please feel free to contact me if you have any questions.

CC: Marc A. Ott, City Manager  
Mark Washington, Interim Assistant City Manager  
Anne Morgan, City Attorney  
Ray Baray, Chief of Staff